A Guide to Safeguarding at Rossmere Academy

No school operates in isolation. Keeping children safe from significant harm is the responsibility of all adults especially those working with children.

Rossmere Academy is committed to keeping children safe and safeguarding all children in accordance with Child Protection: Hartlepool and Stockton-on-Tees Safeguarding Children Partnership https://hsscp.co.uk/ and partner agencies in all cases where there is a concern about significant harm.

All staff are expected to read, understand and follow:

Keeping Children Safe in Education 2026 Part One

Extol Trust Safeguarding and Child Protection Policy

Extol Trust Staff Code of Conduct

All staff undertook safeguarding training, commensurate to their role, September 2026

As a member of **staff** you have a responsibility to:

- Consider, at all times, what is in the best interests of the child.
- Maintain an attitude of 'it could happen here' where safeguarding is concerned and report any concerns regarding the behaviour of a child, an adult / staff member in school, directly to the DSL/HT. (If the concern is with regard to the headteacher, it will be referred to the CEO)
- Provide a safe environment in which children can learn.
- Be prepared to identify pupils who may benefit from Family Help.
- Be aware of the school's systems which support safeguarding, including any policies, procedures, information and training provided upon induction.
- Be aware of the role and identity of the DSL and deputy DSLs.
- Undertake safeguarding training, including online safety training (which, amongst other things, includes an understanding of the expectations and responsibilities relating to filtering and monitoring), during their induction – this will be regularly updated.
- Receive and understand child protection and safeguarding (including online safety) updates, e.g. via email, as required, and at least annually.
- Be aware of the local Family Help process and understand their role in it.
- Be aware of, and understand, the process for making referrals to CSCS, as well as for making statutory assessments under the Children Act 1989 and their role in these assessments.
- Make a referral to CSCS and/or the police immediately, if at any point there is a risk of immediate serious harm to a child.
- Support social workers in making decisions about individual children, in collaboration with the DSL.
- Be aware of and understand the procedure to follow in the event that a child confides they are being abused, exploited or neglected.
- Be aware that a pupil may not feel ready or know how to tell someone that they are being abused, exploited or neglected, and/or may not recognise their experiences as harmful.

- Promote dialogue and understanding, and ensure all pupils feel listened to and understood.
- Empower pupils and allow them to understand their rights to safety and privacy, and to help them understand what they can do to keep themselves protected from harm.
- Avoid victim-blaming attitudes and challenge it in a professional way if it occurs.
- Maintain appropriate levels of confidentiality when dealing with individual cases.
- Reassure victims that they are being taken seriously, that they will be supported, and that they will be kept safe.
- Speak to the DSL if they are unsure about how to handle safeguarding matters.
- Be aware of safeguarding issues that can put pupils at risk of harm.
- Be aware of behaviours that could potentially be a sign that a pupil may be at risk of harm.

Teachers, including the **Headteacher**, have a responsibility to:

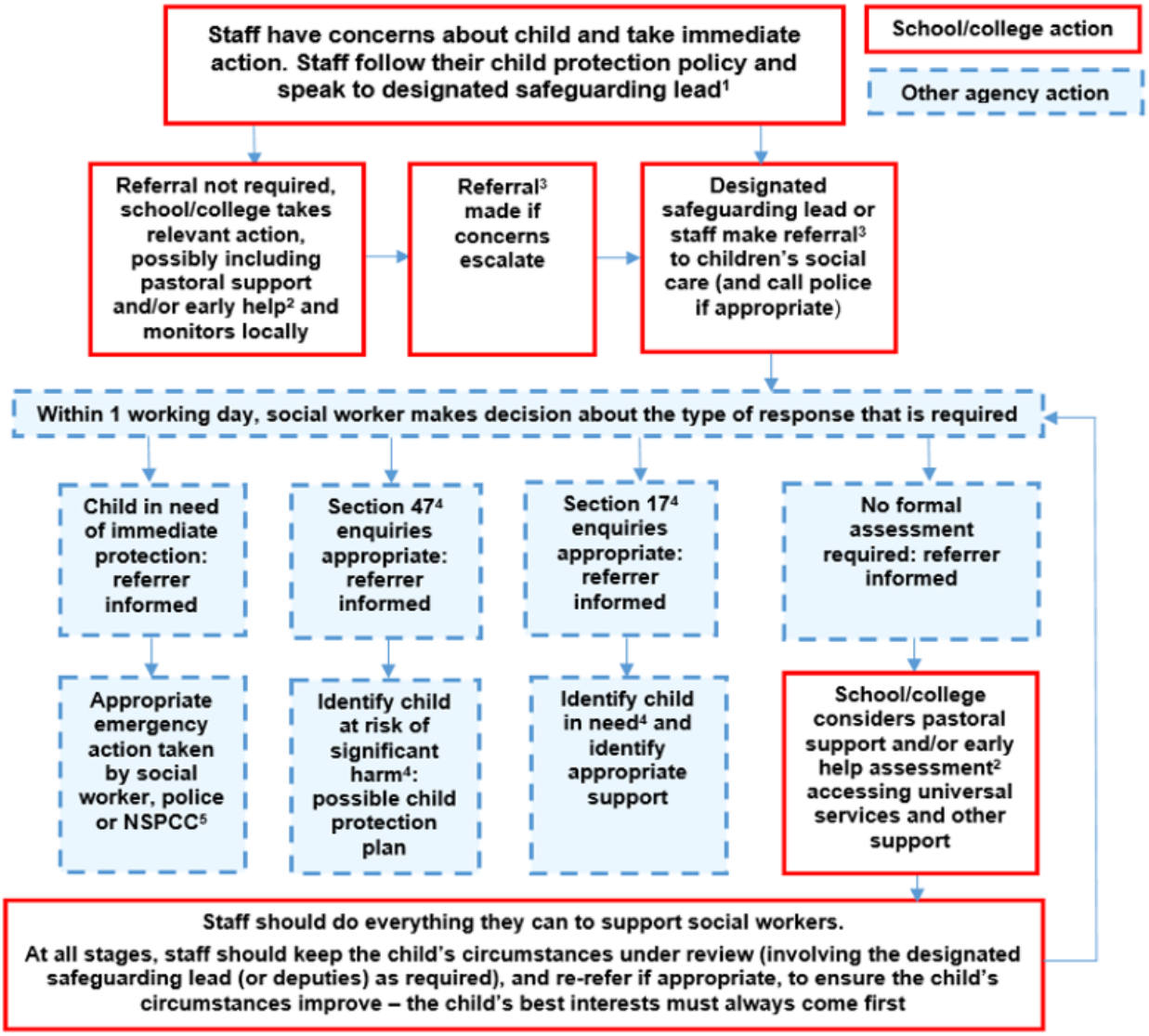
- Safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties, as outlined in the 'Teachers' Standards'.
- Personally report any cases to the police where it appears that an act of FGM has been carried out, also referred to as 'known' cases, as soon as possible.

Actions where there are concerns about a child (from KCSIE 2026)

The DSL/Deputy DSL will be informed immediately by an employee of the school, child who attends the school, parent/carer of the school or other persons, in the following circumstances:

- Suspicion that a child is being harmed
- There is evidence that a child is being harmed
- The threshold of significant harm is defined in the Children Act 1989 Section 31 (9) as:
- Ill-treatment
- Impairment of health (as compared to a similar child)

Note: harm now includes the impairment of a child's health or development as a result of witnessing the ill-treatment of another person (Adoption and Children Act 2002).



(*Ref: KCSIE, 2026 Page 27*)

1. In cases which also involve a concern or allegation of abuse against a staff member, see Part four of KCSIE 2026.

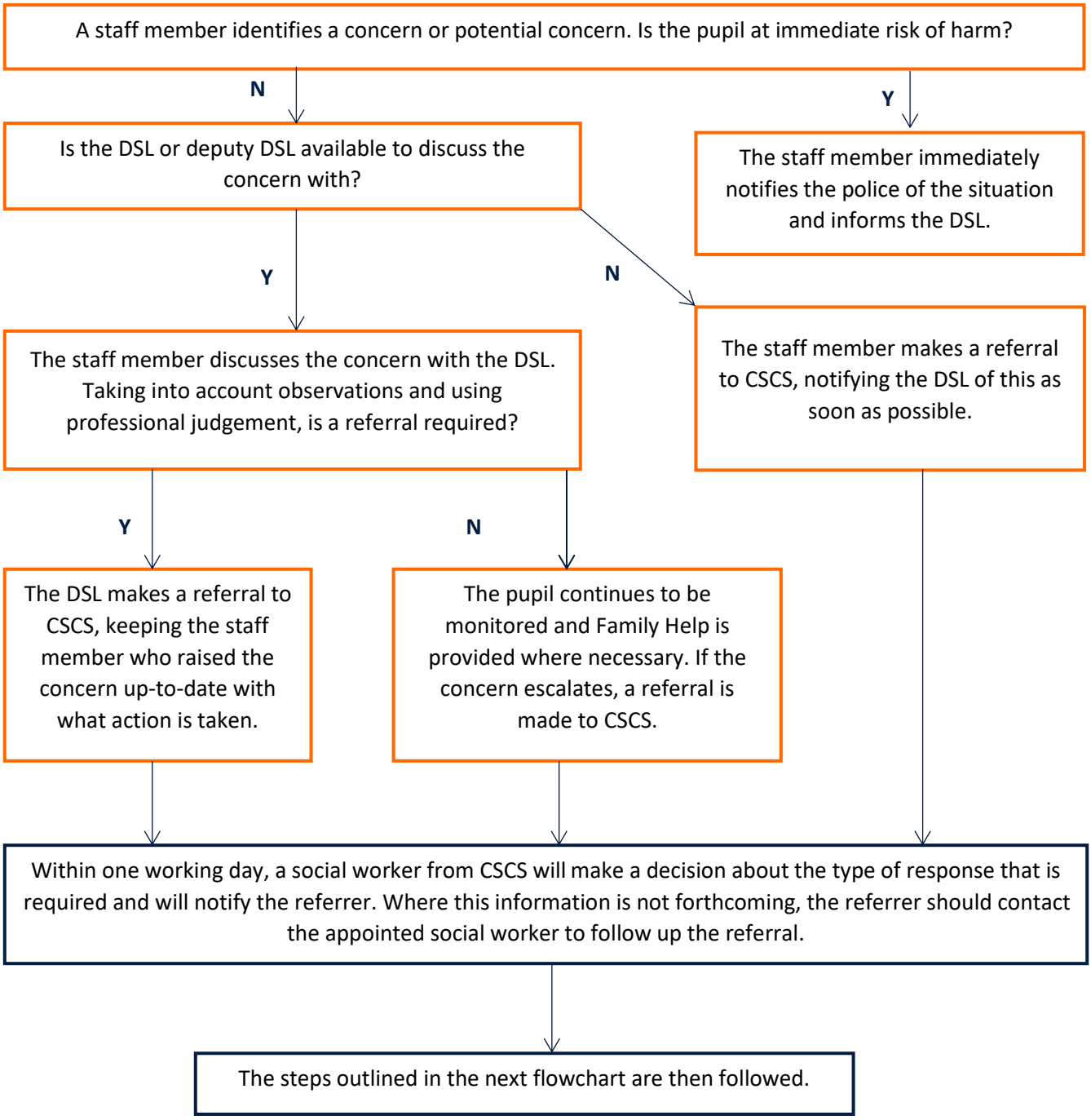
2. Family Help means providing support as soon as a problem emerges at any point in a child's life. Where a child would benefit from co-ordinated Family Help, a family help inter-agency assessment should be arranged. Working Together to Safeguard Children provides detailed guidance on the Family Help process.
3. Referrals should follow the process set out in the local threshold document and local protocol for assessment. See Working Together to Safeguard Children.
4. Under the Children Act 1989, local authorities are required to provide services for children in need for the purposes of safeguarding and promoting their welfare. Children in need may be assessed under section 17 of the Children Act 1989. Under section 47 of the Children Act 1989, where a local authority has reasonable cause to suspect that a child is suffering or likely to suffer significant harm, it has a duty to make enquiries to decide whether to take action to safeguard or promote the child's welfare. Full details are in Working Together to Safeguard Children.
5. This could include applying for an Emergency Protection Order (EPO).

Actions were there are concerns about a child: Reporting and Referral Process

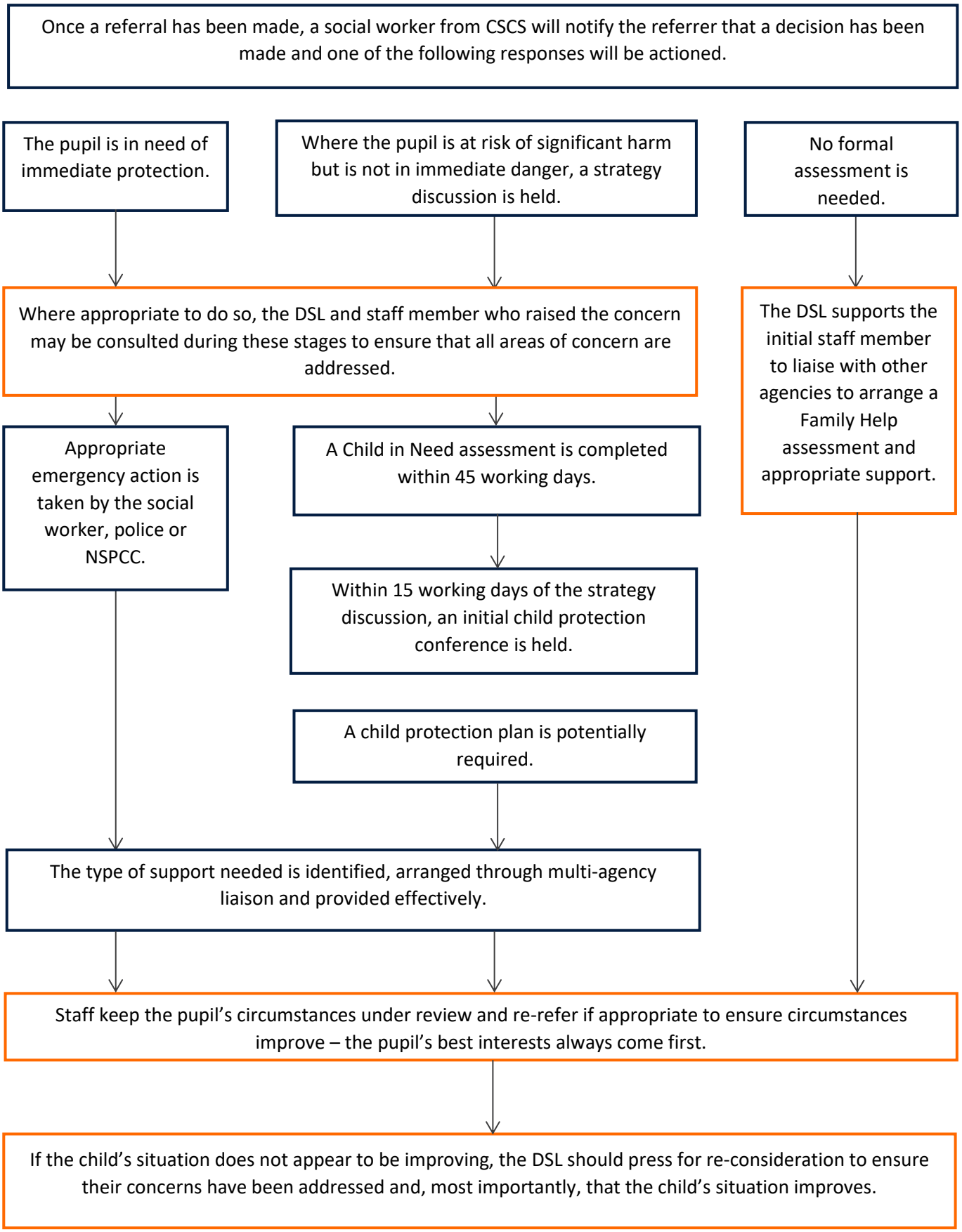
The process outlined within the first section should be followed where a staff member has a safeguarding concern about a child. Where a referral has been made, the process outlined in the 'After a referral is made' section should be followed.

The actions taken by the school are outlined in yellow, whereas actions taken by another agency are outlined in blue.

Before a referral is made



After a referral is made



Contact Details



Debbie Anderson
Designated Safeguarding Lead
admin@rossmereschool.org.uk



Caroline Reed
Designated Deputy for Safeguarding
admin@rossmereschool.org.uk



Lucy Simmonds
Designated Deputy for Safeguarding
admin@rossmereschool.org.uk



Neeve Grazier
Attendance & Safeguarding Lead
admin@rossmereschool.org.uk



Craig Nicholson
Extol Trust CEO
enquiries@extoltrust.co.uk



Mr Craig McCorrisken
Safeguarding Governor
admin@rossmereschool.org.uk

Hartlepool and Stockton-on-Tees Safeguarding Children Partnership
Telephone: 01429 284284

Hartlepool Local Authority Designated Officer
Telephone: 01429 401844
Email: LADO@hartlepool.gov.uk